

AMENDMENTS TO THE CLAIMS

This listing of claims will replace all prior versions and listings of claims in the application.

1. (Currently Amended) A method for selecting associates for expatriate assignments comprising:
 - (a) establishing a date for a new product launch;
 - (b) determining a period of years in advance of said date to complete an expatriate associate selection process for expatriate assignments applicable to said new product launch;
 - (c) within said period of years:
 - (1) identifying a plurality of associates eligible for said expatriate assignments;
 - (2) providing each of said plurality of associates with preview information relevant to a plurality of expatriate assignments, said preview information comprising organization, job description, and career progression information related to said expatriate assignments;
 - (3) receiving identifying information for a first set of candidates from said plurality of associates who have:
 - (1A) reviewed said preview information regarding said plurality of expatriate assignments; and
 - (2B) agreed to be considered for said expatriate assignments;

- (4) administering a plurality of assessments to said first set of candidates;
- (5) entering in a computer assessment data for said first set of candidates completing said plurality of assessments;
- (6) preparing at said computer a candidate selection summary report for comparing assessment data across all candidates in said first set of candidates;
- (7) creating an Expatriate Pool of candidates by comparing said assessment data to select from said first set of candidates a subset of candidates to add to said Expatriate Pool of candidates;
- (8)(7) identifying determining at said computer specifications for each of a plurality of expatriate assignments for said new product launch;
- (9)(8) after identifying said assignments and after creating said Expatriate Pool of candidates, creating at said computer a group of expatriate associatescandidates for said expatriate assignments by matching assignments to selecting a subset of candidates from said Expatriate Pool of first set of candidates according to said specifications;
- (10)(9) establishing at said computer a developmentan assignment plan for each associatecandidate in said group of expatriate associatescandidates, said assignmentdevelopment plan comprising activities to assist in preparing said

associatescandidates for said expatriate assignments;

(11)(+10) arranging for said group of expatriate associatescandidates to complete said expatriate assignments outside said associates'candidates' home countries;

(12)(+11) arranging for said group of expatriate associatescandidates to return said associates'candidates' home countries;

(d) after said period of years and completion of said expatriate assignments and by said date, launching said new product.

and

2. (Canceled)

3. (Canceled)

4. (Previously Presented) The method of claim 1 wherein providing each of said plurality of candidates with preview information regarding said expatriate assignments comprises providing each of said candidates with a realistic job preview video.

5. (Previously Presented) The method of claim 1 wherein receiving identifying information for a first set of candidates from said plurality of associates comprises determining which associates have decided to not proceed.

6. (Original) The method of claim 1 wherein said assessments comprise motivational, behavioral, cultural, and technical assessments.

7. (Currently Amended) The method of claim 6 wherein establishing an assignment plan ~~a development plan~~ for each associatecandidate in said group of expatriate

~~associates~~ comprises establishing ~~assignment~~ development plans according to gaps identified from said motivational, behavioral, cultural, and technical assessments.

8. (Original) The method of claim 1 wherein at least one of said assessments is a self-assessment.
9. (Canceled)
10. (Currently Amended) A method for identifying a group of associates for expatriate assignments comprising:
 - (a) establishing a date for a new product launch;
 - (b) determining a period of years in advance of said date to complete an expatriate associate selection process for expatriate assignments applicable to said new product launch;
 - (c) within said period of years:
 - (1) identifying a first set of candidates who may be eligible for expatriate assignments;
 - (2) administering a plurality of assessments to said first set of candidates;
 - (3) entering in a computer assessment data for said plurality of assessments administered to said first set of candidates;
 - (4) preparing at said computer a candidate selection summary report for comparing assessment data across all candidates in said first set of candidates;

- (5) creating an Expatriate Pool of candidates by comparing said assessment data to select from said first set of candidates a subset of candidates to add to said Expatriate Pool of candidates;
- (6)(5) identifying determining at said computer specifications for each of a plurality of expatriate assignments for said new product launch;
- (7)(6) after identifying said assignments and after creating said Expatriate Pool of candidates, creating at said computer a group of expatriate associates candidates for said expatriate assignments by matching assignments to selecting a subset of candidates from said Expatriate Pool first set of candidates according to said specifications;
- (8)(7) identifying a second set of candidates who may be eligible for expatriate assignments;
- (9)(8) administering a plurality of assessments to said second set of candidates;
- (10)(9) entering in said computer assessment data for said plurality of assessments to identify additional expatriate candidates from said second set of candidates for said Expatriate Pool;
- (10) ~~adding from said second set of candidates at least one additional expatriate candidate to said group of expatriate candidates for said expatriate assignments;~~
- (11) matching assignments to said additional expatriate candidates in

said Expatriate Pool;

(12)(11) arranging for said group of expatriate associatescandidates to complete said expatriate assignments outside said associates'candidates' home countries;

(13)(12) arranging for said group of expatriate associates'candidates to return said associates'candidates' home countries;

(d) after said period of years and completion of said expatriate assignments and by said date, launching said new product.

11. (Canceled)
12. (Currently Amended) The method of claim 10 further comprising creating an assignment plan for each of said associatescandidates selected for said plurality of expatriate assignments.
13. (Canceled)
14. (Canceled)
15. (Previously Presented) The method of claim 10 wherein said plurality of assessments comprise motivational, behavioral, cultural, and technical assessments.
16. (Previously Presented) The method of claim 10 wherein at least one of said plurality of assessments is a self-assessment.
17. (Canceled).
18. (Currently Amended) The method of claim 1217 wherein establishing assignmentdevelopment plans for each associatecandidate in said group of

expatriate associate~~s~~candidates comprises establishing assignment~~development~~
plans for each associate~~candidate~~ in said group of expatriate candidates
according to gaps identified from said assessments.

19. (Previously Presented) The method of claim 10 wherein identifying a first or second set of candidates comprises:

providing each of a plurality of associates with preview information
regarding a plurality of expatriate assignments; and
determining which associates have reviewed said preview information and
withdrawn voluntarily from further consideration.